Coast Guard
Sabattical Programs

BRIEFING OUTLINE

- Overview of Coast Guard's two Sabbatical Programs:
  - Care for Newborn Children (CNC)
  - Temporary Separation
- Mechanics of both Programs
- Statistics

CNC Background

- Developed in response to a 1990 Women in the Coast Guard Study Group recommendation
- Designed to help service members alleviate excessive personal family hardships associated with parental responsibilities for a newborn
- Allows officers and enlisted members a one-time separation for up to two years, applies to either parent, and includes legally adopted children
- Balances careers, personal commitments, and improves quality of life

TEMP SEP Background

- Molded from the CNC Program, TEMP SEP was adopted in May 2000 to help career oriented members, who are unsure of committing to a Coast Guard career, a chance to pursue opportunities outside the service

- Similar to CNC, allows officers and enlisted members a one-time separation for up to two years, while providing a mechanism for their return

- Long term intent is to retain valuable experience and training our members possess that might otherwise be lost, along with building a stronger sense of job satisfaction

Key Elements – CNC and TEMP SEP

- Developed as a special retention program
- Guarantees reenlistment or new officer appointment on meeting physical standards
- Member receives no pay, allowances, or Service benefits such as retirement, medical coverage, or SGLI during separation

GENERAL PROVISIONS

- One time approval of up to 24 months of separation. (Both CNC and Temp Sep count as a "one time approval." If a member uses CNC, they cannot apply for Temp Sep, or vice versa.)

- Requests considered based on member's record and Service needs at time of separation

- Applicant with active duty obligated service is not eligible (obligated service means commitment of time due to some benefit member received such as tuition assistance, training, advancement, promotion, PCS orders, etc., but does not include an enlistment contract)

GENERAL PROVISIONS (Cont)

- Member must have an approved physical
- Request should be submitted at least 6 months prior to separation date
- For CNC: effective separation date will normally be within 12 months after child's birth, or adoption
- Retirement eligible members may not apply for CNC or Temp Sep

RETURNING TO ACTIVE DUTY

- Guaranteed reinstatement to same rank/ rate
- Must complete physical exam at MEPS and meet initial entry standards
- Must submit Notice of Intent to return 6-12 months prior to date of intended return
- Officers must initiate an NAC before effecting new appointment
- CWO (COMMS) separated more than 12 months require favorable BI or update completed w/in 1 year of return
- Enlisted members in rates requiring security clearances governed by same rules. Failure to qualify for proper clearance will require member to pursue change in rating

OFFICER PROVISIONS

- Eligibility limited to career officers who have served on active CG duty for 5 years without a break in service. Career officers defined as:
  - Permanent commissioned officers O-3 or above
  - Permanent commissioned WOs completing 3 year probationary period
  - Temporary regular officers completing 3 years active commissioned service
  - Reserve Program Administrators O-3 or above
  - Permanent Commissioned Teaching Staff (PCTS) at CGA completing 2 years PCTS service
- Requests to separate are unqualified resignations. Officers return with the same rank last held on active duty.

ENLISTED PROVISIONS

- Enlisted members must be career-oriented, serving as an E-4 or above with more than
  - 4 years active CG duty for CNC,
  - 6 years active CG duty for Temp Sep
- Must have no disciplinary action pending
- For 12 months preceding request, must have an average of 4 in all performance evaluation factors (out of possible 7), and no unsatisfactory mark in Conduct
- Separated for Convenience of the Government with a reenlistment code of RE-1

ENLISTED PROVISIONS (Cont)

- Unearned Selective Reenlistment Bonuses are recouped prior to separation.
- Guaranteed current pay grade if reenlist w/in 2 years. After that, subject to limitations of Open Rate List
- Members returning receive full credit for any Time in Rate formerly creditable prior to separation for advancement purposes

STATISTICS

	CNC (since 1992)	TEMP SEP (since 2000)
Male	167	108
Female	210	27
Officer	49	68
Enlisted	328	67
Total	377	135

U. S. COAST GUARD

- Questions?